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Best,
Stephanie

From: Bachy, Dennis <dbachy@pa.gov>
Sent: Monday, March 18, 2019 4:17 PM
To: Hoogendoorn, Stephanie A <hoogen@pitt.edu>
Cc: Gralewski, Joseph <jgralewski@pa.gov>; 'farmers@ballardspahr.com' <farmers@ballardspahr.com>; Dante, Meredith S. <DanteM@ballardspahr.com>
Subject: RE: [External] Pitt Grad Students Election

Stephanie,

When would you be available on Wednesday to show us the Universities proposed polling locations?

Dennis Bachy | Administrative Officer 4
Pennsylvania Labor Relations Board | Pennsylvania Department of Labor & Industry
301 5th Avenue, Suite 320 | Pittsburgh, PA 15222
Phone: 412.565.5319 | Fax: 412.880.0386
www.dli.state.pa.us

From: Farmer, Shannon D. [<mailto:FarmerS@ballardspahr.com>]
Sent: Monday, March 18, 2019 3:51 PM
To: Bachy, Dennis <dbachy@pa.gov>; Gralewski, Joseph <jgralewski@pa.gov>
Cc: Dante, Meredith S. <DanteM@ballardspahr.com>; Hoogendoorn, Stephanie A (hoogen@pitt.edu) <hoogen@pitt.edu>
Subject: [External] Pitt Grad Students Election

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Dennis and Joe,
I am copying Stephanie Hoogendoorn, who works in the office of the Vice Provost for Graduate Education. Stephanie is available Wednesday to take you on a site visit to the University's proposed locations and also discuss potential locations in the Student Union, none of which are currently available for the dates and times of the election. Please feel free to coordinate directly with Stephanie and let us know if you need us.


Shannon

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Philadelphia, PA 19103-7599
215.864.8221
215.864.8999

610.574.1833 MOBILE | farmers@ballardspahr.com
VCARD


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Mowery, Warren

From: Bachy, Dennis
Sent: Tuesday, March 19, 2019 10:42 AM
To: Hoogendoorn, Stephanie A
Cc: Gralewski, Joseph; 'farmers@ballardspahr.com'; Dante, Meredith S.
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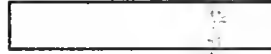
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Sent: Thursday, March 21, 2019 8:38 AM
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Cc: Gralewski, Joseph; Lassi, Peter; Mowery, Warren; Bortner, Nathan; Hoogendoorn, Stephanie A; Owens, Kathy; McClincy, Rebecca
Subject: [External] RE: University of Pittsburgh PERA-R-17-355-W

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Subject: University of Pittsburgh PERA-R-17-355-W

• **EXTERNAL**

Joe and I have had a chance to visit the various locations that Pitt was able to make available for the election. We have selected two sites:

We will use the Posvar Suites on the second floor of Posvar Hall on Monday April 15 and Tuesday April 16.

We will use the second floor ballroom in the O'Hara Student Center on Wednesday April 17 and Thursday April 18.

Polling times will be from 9:00 AM to 5:00 PM each day.

We will canvas the ballots on Friday April 26, 2019 in Formal Hearing Room 2026 at 301 5th Avenue, Pittsburgh, PA 15222 (the PLRB's usual hearing room on the second floor of Piatt Place). Time to be determined but is likely to start no later than 10 AM.

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Mowery, Warren

From: Bachy, Dennis
Sent: Tuesday, April 23, 2019 8:44 AM
To: Mowery, Warren
Subject: Right to know request

Here's an email that has every email that I have exchanged with a person with a Pitt.edu tag since December 2018.

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From: Gralewski, Joseph
Sent: Wednesday, April 03, 2019 11:09 AM
To: Hoogendoorn, Stephanie A <hoogen@pitt.edu>; Bachy, Dennis <dbachy@pa.gov>
Cc: 'farmers@ballardspahr.com' <FarmerS@ballardspahr.com>; Dante, Meredith S. <DanteM@ballardspahr.com>
Subject: RE: [External] Pitt Grad Students Election

Hi Stephanie,

Thank You for all the awesome help. And Because we have such great parking, especially on Day 3, Dennis and I feel we do not need to have your maintenance guys move our gear from Posvar Hall to the Student Center on Tuesday night. We plan on putting everything in our cars Tuesday night and then Wednesday morning our parking is right next to the O'Hara Student Center. For the night of Wednesday, April 17, 2019, we might want to store a couple of 3 foot by one foot booths and a couple empty boxes in the office of John Hoehn, the Director of the Student Services Center. I think during our visit he stated that would be the best secure room for overnight storage.

The only other night is Monday night. If Room 2500/2501 are lockable we might leave a few things there but if not it won't be a big deal for us just to carry it to the cars at night.

For each election morning we are having our people arrive by **7:30 AM** to begin our gear unloading and poll site setup in the poll rooms.

Joseph Gralewski | Representation Elections Officer
Pennsylvania Labor Relations Board | Pennsylvania Department of Labor & Industry
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From: Hoogendoorn, Stephanie A [<mailto:hoogen@pitt.edu>]
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To: Bachy, Dennis <dbachy@pa.gov>; Gralewski, Joseph <jgralewski@pa.gov>
Cc: 'farmers@ballardspahr.com' <FarmerS@ballardspahr.com>; Dante, Meredith S.

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Subject: RE: [External] Pitt Grad Students Election

Hello Dennis and Joe,

Here are the full names and addresses for the locations of the voting locations. Please do let me know if you need additional information.

Stephanie

Wesley W. Posvar Hall

230 S. Bouquet Street

Pittsburgh, PA 15213

Map: <https://www.tour.pitt.edu/tour/wesley-w-posvar-hall?viewmap>

We are using Rooms 2500 and 2501. As you preferred, students will enter via Room 2501 and the voting activity will occur in Room 2500.

Note that we refer to the building as Posvar, but I have provided it's official name.

O'Hara Student Center

4024 O'Hara Street

Pittsburgh, PA 15213

Map: <https://www.tour.pitt.edu/tour/o%E2%80%99hara-student-center?viewmap>

We are using the Ballroom on the second floor.

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From: Bachy, Dennis <dbachy@pa.gov>
Sent: Tuesday, March 19, 2019 10:42 AM
To: Hoogendoorn, Stephanie A <hoogen@pitt.edu>
Cc: Gralewski, Joseph <jgralewski@pa.gov>; 'farmers@ballardspahr.com' <farmers@ballardspahr.com>; Dante, Meredith S. <DanteM@ballardspahr.com>
Subject: RE: [External] Pitt Grad Students Election

Thank-you. Can you tell me which rooms we will be looking at?

From: Hoogendoorn, Stephanie A [<mailto:hoogen@pitt.edu>]
Sent: Tuesday, March 19, 2019 10:31 AM
To: Bachy, Dennis <dbachy@pa.gov>
Cc: Gralewski, Joseph <jgralewski@pa.gov>; 'farmers@ballardspahr.com'

<farmers@ballardspahr.com>; Dante, Meredith S. <DanteM@ballardspahr.com>

Subject: Re: [External] Pitt Grad Students Election

Hello Dennis,

I am still finalizing the availability to get into one room, but I anticipate that meeting at 11:30am will work for our tour.

Once I have the details, I will suggest a meeting place for us. I will be in touch as soon as I can.

Best,
Stephanie

From: "Bachy, Dennis" <dbachy@pa.gov>

Date: Tuesday, March 19, 2019 at 9:26 AM

To: "Hoogendoorn, Stephanie A" <hoogen@pitt.edu>

Cc: "Gralewski, Joseph" <jgralewski@pa.gov>, "farmers@ballardspahr.com" <farmers@ballardspahr.com>, "Dante, Meredith S." <DanteM@ballardspahr.com>

Subject: RE: [External] Pitt Grad Students Election

Stephanie,

Would you be available at 11:30 tomorrow morning? Where shall we meet?

Dennis Bachy | Administrative Officer 4

Pennsylvania Labor Relations Board | Pennsylvania Department of Labor & Industry

301 5th Avenue, Suite 320 | Pittsburgh, PA 15222

Phone: 412.565.5319 | Fax: 412.880.0386

www.dli.state.pa.us

From: Hoogendoorn, Stephanie A [<mailto:hoogen@pitt.edu>]

Sent: Monday, March 18, 2019 6:46 PM

To: Bachy, Dennis <dbachy@pa.gov>

Cc: Gralewski, Joseph <jgralewski@pa.gov>; 'farmers@ballardspahr.com' <farmers@ballardspahr.com>; Dante, Meredith S. <DanteM@ballardspahr.com>

Subject: RE: [External] Pitt Grad Students Election

Dennis,

I am available to meet you anytime on Wednesday. I am waiting to see if there are any times when the spaces I want to show you are unavailable.

Do you have any preferred times that you can come to Pitt's campus? If so, I can try to arrange to see spaces during those particular times.

Best,
Stephanie

From: Bachy, Dennis <dbachy@pa.gov>
Sent: Monday, March 18, 2019 4:17 PM
To: Hoogendoorn, Stephanie A <hoogen@pitt.edu>
Cc: Gralewski, Joseph <jgralewski@pa.gov>; 'farmers@ballardspahr.com' <farmers@ballardspahr.com>; Dante, Meredith S. <DanteM@ballardspahr.com>
Subject: RE: [External] Pitt Grad Students Election

Stephanie,

When would you be available on Wednesday to show us the Universities proposed polling locations?

Dennis Bachy | Administrative Officer 4
Pennsylvania Labor Relations Board | Pennsylvania Department of Labor & Industry
301 5th Avenue, Suite 320 | Pittsburgh, PA 15222
Phone: 412.565.5319 | Fax: 412.880.0386
www.dli.state.pa.us

From: Farmer, Shannon D. [<mailto:FarmerS@ballardspahr.com>]
Sent: Monday, March 18, 2019 3:51 PM
To: Bachy, Dennis <dbachy@pa.gov>; Gralewski, Joseph <jgralewski@pa.gov>
Cc: Dante, Meredith S. <DanteM@ballardspahr.com>; Hoogendoorn, Stephanie A (<hoogen@pitt.edu>) <hoogen@pitt.edu>
Subject: [External] Pitt Grad Students Election

ATTENTION: This email message is from an external sender. Do not open links or attachments from unknown sources. To report suspicious email, forward the message as an attachment to CWOPA_SPAM@pa.gov.

Dennis and Joe,

I am copying Stephanie Hoogendoorn, who works in the office of the Vice Provost for Graduate Education. Stephanie is available Wednesday to take you on a site visit to the University's proposed locations and also discuss potential locations in the Student Union, none of which are currently available for the dates and times of the election. Please feel free to coordinate directly with Stephanie and let us know if you need us.

Shannon

Shannon D. Farmer



1735 Market Street, 51st Floor
Philadelphia, PA 19103-7599
215.864.8221
215.864.8999

610.574.1833 MOBILE | farmers@ballardspahr.com
VCARD



Owens, Kathy

From: Owens, Kathy
Sent: Friday, March 29, 2019 1:36 PM
To: 'hoogen@pitt.edu'; 'farmers@ballardspahr.com'; 'bmanzolillo@usw.org'
Cc: Lassi, Peter (plassi@pa.gov); Denny Bachy (dbachy@pa.gov)
Subject: PERA-R-17-355-W (University of Pittsburgh)
Attachments: 20190329131315574

Importance: High

Please see the attached Order and Notice of Election in the above-captioned case.

Kathy Owens / Representation Elections Officer
PA Department of Labor & Industry / Pennsylvania Labor Relations Board
651 Boas Street, Room 418 / Harrisburg, PA 17121
Phone: 717.787.2377 / Fax: 717.783.2974
www.dli.state.pa.us



COMMONWEALTH OF PENNSYLVANIA

March 29, 2019

BY OVERNIGHT COURIER AND EMAIL

Stephanie A. Hoogendoorn
Senior Assistant to the Provost
for Student Affairs
University of Pittsburgh
4200 Fifth Avenue
809 Cathedral of Learning
Pittsburgh, PA 15213

UNIVERSITY OF PITTSBURGH
Case No. PERA-R-17-355-W

Enclosed are two (2) copies of the Order and Notice of Election, which includes a list of employees eligible to vote and a sample ballot.

One (1) copy of the Order is to be retained for your files. IMMEDIATELY UPON RECEIPT, copies of the Order are to be posted on the bulletin boards at all work locations of the employees in the appropriate unit and remain posted until the election is held (34 Pa. Code § 95.43). If you need any additional copies, you are hereby authorized to reproduce the same, in whatever quantity necessary, FOR THE PURPOSE OF POSTING ONLY.

In order to facilitate the immediate posting of the enclosed order, service upon the Employer is made by overnight courier. Service is made upon the persons indicated below by certified mail, in accordance with the provisions of the "Act Authorizing the Use of Certified Mail in Lieu of Registered Mail" (Act of September 8, 1959, P.L. 829, No. 323).

Subsequent to posting, the Employer shall furnish to the Board an Affidavit of Posting in compliance with this Order.

Sincerely,

A handwritten signature in dark ink, appearing to read "Peter Lassi".

PETER LASSI
Board Representative

Enclosure

cc: Shannon D. Farmer, Esquire (Certified Mail and Email)
Brad Manzolillo, Esquire (Certified Mail and Email)
Michael J. Healey, Esquire
Meredith S. Dante, Esquire
Jeffrey Cech
Patrick Gallagher

Pennsylvania Labor Relations Board
651 Boas Street, Room 418 | Harrisburg, PA 17121-0750 | 717.787.1091 | F 717.783.2974 | www.dli.pa.gov

*Auxiliary aids and services are available upon request to individuals with disabilities.
Equal Opportunity Employer/Program*

S A M P L E B A L L O T A T T A C H E D

COMMONWEALTH OF PENNSYLVANIA Pennsylvania Labor Relations Board

IN THE MATTER OF THE EMPLOYES OF :
 :
 : Case No. PERA-R-17-355-W
UNIVERSITY OF PITTSBURGH :

ORDER AND NOTICE OF ELECTION

On December 15, 2017, United Steel, Paper and Forestry, Rubber, Manufacturing, Energy, Allied Industrial and Service Workers International Union, AFL-CIO, CLC (Petitioner) filed a Petition for Representation with the Pennsylvania Labor Relations Board (Board), as amended on January 8, 2018, alleging that it represented thirty percent or more of all salaried and hourly graduate employe teaching assistants, teaching fellows, graduate student assistants and graduate student researchers employed by the University of Pittsburgh (Employer), and requesting that a hearing be scheduled and an Order be issued for an election to determine the exclusive representative for collective bargaining pursuant to the provisions of Section 603 of the Public Employee Relations Act (Act).

On January 25, 2018, the Secretary of the Board issued an Order and Notice of Hearing, directing a telephone pre-hearing conference on February 27, 2018, and scheduling a hearing on June 4 through June 8, 2018, if necessary. The hearing was necessary and was continued by the Board's Hearing Examiner at the request of the Employer and over the objection of the Petitioner. Eight days of hearing were held on October 1-5, October 30-31, and November 1, 2018, at which time all parties in interest were afforded a full opportunity to present testimony, cross-examine witnesses and introduce documentary evidence. Post-hearing briefs were filed by the Petitioner on December 24, 2018, and the Employer on January 25, 2019. The Petitioner also filed a reply brief on February 9, 2019.

On March 7, 2018, the Hearing Examiner issued an Order Directing Submission of Eligibility List (ODSEL) resolving all outstanding issues and finding that the unit appropriate for the purpose of collective bargaining is a subdivision of the employer unit comprised of all full-time and regular part-time professional employees who are graduate students on academic appointment who serve as teaching assistants, teaching fellows, graduate student assistants and graduate student researchers; and excluding graduate students on fellowship and traineeship, management level employees, supervisors, first level supervisors, confidential employees and guards as defined in the Act. The Hearing Examiner directed the Employer to submit a list of names and addresses of the employees in the unit found appropriate. That list was received by the Board on March 18, 2019.

FINDINGS OF FACT

That FINDINGS OF FACT numbers 1 through 29 inclusive, as set forth in the Order Directing Submission of Eligibility List, are affirmed and incorporated by reference herein and made a part hereof.

30. That the employees on the payroll who fall within the aforesaid appropriate unit and are eligible to vote at the election are those employees whose names appear as listed on the attached eligibility list.¹

CONCLUSIONS

That CONCLUSIONS numbers 1 through 6 inclusive, as set forth in the aforesaid Order Directing Submission of Eligibility List, are incorporated herein by reference and made a part hereof.

7. That the unit appropriate for the purpose of collective bargaining is a subdivision of the employer unit comprised of all full-time and regular part-time professional employees who are graduate students on academic appointment who serve as teaching assistants, teaching fellows, graduate student assistants and graduate student researchers; and excluding graduate students on fellowship and traineeship, management level employees, supervisors, first level supervisors, confidential employees and guards as defined in the Act.

NOW, THEREFORE, NOTICE is hereby given that an ELECTION, by secret ballot, will be conducted on April 15, 16, 17 and 18, 2019 as specified below:

MONDAY, APRIL 15, 2019 at WESLEY W. POSVAR HALL

Between the hours of 9:00 a.m. to 5:00 p.m., in Room 2501 of Wesley W. Posvar Hall located at 230 South Bouquet Street, Pittsburgh, Pennsylvania.

TUESDAY, April 16, 2019 at WESLEY W. POSVAR HALL

Between the hours of 9:00 a.m. to 5:00 p.m., in Room 2501 of Wesley W. Posvar Hall located at 230 South Bouquet Street, Pittsburgh, Pennsylvania.

WEDNESDAY, APRIL 17, 2019 at O'HARA STUDENT CENTER

Between the hours of 9:00 a.m. to 5:00 p.m., in the 202 Ballroom on the second floor of the O'Hara Student Center located at 4024 O'Hara Street, Pittsburgh, Pennsylvania.

THURSDAY, APRIL 18, 2019 at O'HARA STUDENT CENTER

Between the hours of 9:00 a.m. to 5:00 p.m., in the 202 Ballroom on the second floor of the O'Hara Student Center located at 4024 O'Hara Street, Pittsburgh, Pennsylvania.

¹ Employees who are hired and placed on the Employer's payroll after the date of submission of the eligibility list until the last day of the payroll period immediately preceding the date of issuance of this order of election, whose names do not appear on the attached eligibility list, shall be eligible to vote in the election. 34 Pa. Code § 95.54(a); Catchment Area 094 Corporation, 9 PPER ¶ 9143 (Order Directing Canvassing of Challenged Ballots, 1978); Bucks County I.U. No. 22 v. PLRB, 466 A.2d 262 (Pa. Cmwlth. 1983). Their ballots shall be challenged by the Board's election officer since their names do not appear on the eligibility list. In the event such ballots may affect the outcome of the election, they shall be opened and canvassed.

The official count of the election ballots will be conducted on Friday April 26, 2019 at 10:30 a.m. in Room 2026 of the Piatt Building located at 301 Fifth Avenue, Pittsburgh, Pennsylvania.

An eligibility list of those entitled to vote is attached. Also attached is a Sample Ballot. The Official Ballot will be issued at the time of the election by an agent of the Board.

Pursuant to 34 Pa. Code § 95.52(a), parties in interest should each nominate one (1) watcher who shall be given authority to act as same immediately prior to the opening of the election.

Prospective voters may be required, at the discretion of the Board agent conducting the election, to present identification, which may consist of a student ID or other suitable evidence.

Voters who require a reasonable accommodation under the Americans with Disabilities Act should contact the Board's office in Harrisburg (717-787-1091) or Pittsburgh (412-565-5318).

THIS ORDER AND NOTICE OF ELECTION and the attached material shall be posted by the Employer immediately upon receipt, subject to the provisions of 34 Pa. Code § 95.43, and subsequent to posting, the Employer shall furnish to the Pennsylvania Labor Relations Board an Affidavit of Posting in compliance with this Order.

SIGNED, DATED and MAILED this twenty-ninth day of March 2019, pursuant to 34 Pa. Code § 95.91(k)(2)(ii).

PENNSYLVANIA LABOR RELATIONS BOARD



PETER LASSI
Board Representative

COMMONWEALTH OF PENNSYLVANIA
Pennsylvania Labor Relations Board

O F F I C I A L S A M P L E B A L L O T

IN THE MATTER OF THE EMPLOYES OF :
:
: Case No. PERA-R-17-355-W
UNIVERSITY OF PITTSBURGH :
:

ELECTION

To ascertain the exclusive representative, if any, for the purpose of collective bargaining with respect to wages, hours, and terms and conditions of employment, of employees in a unit comprised of all full-time and regular part-time professional employees who are graduate students on academic appointment who serve as teaching assistants, teaching fellows, graduate student assistants and graduate student researchers; and excluding graduate students on fellowship and traineeship, management level employees, supervisors, first level supervisors, confidential employees and guards as defined in the Act.

**PLACE CROSSMARK (X) IN THE SQUARE OF YOUR CHOICE
MARK ONE SQUARE ONLY**

UNITED STEEL, PAPER AND FORESTRY,
RUBBER, MANUFACTURING, ENERGY,
ALLIED INDUSTRIAL AND SERVICE WORKERS
INTERNATIONAL UNION, AFL-CIO, CLC

☐

NO REPRESENTATIVE

☐

DO NOT SIGN YOUR NAME

THIS IS A SECRET BALLOT

FOLD YOUR BALLOT AND DEPOSIT IT IN BALLOT BOX
IF YOU SPOIL YOUR BALLOT RETURN IT AND OBTAIN A NEW ONE

DO NOT MARK, DEFACE OR DUPLICATE

Owens, Kathy

From: Bachy, Dennis
Sent: Thursday, March 21, 2019 4:08 PM
To: Manzolillo, Brad; 'farmers@ballardspahr.com'
Cc: Gralewski, Joseph; Lassi, Peter; Mowery, Warren; Bortner, Nathan; Hoogendoorn, Stephanie A; Owens, Kathy; McClincy, Rebecca (LI-OCC)
Subject: RE: [External] RE: University of Pittsburgh PERA-R-17-355-W

Student ID's are perfect.

Dennis Bachy | Administrative Officer 4
Pennsylvania Labor Relations Board | Pennsylvania Department of Labor & Industry
301 5th Avenue, Suite 320 | Pittsburgh, PA 15222
Phone: 412.565.5319 | Fax: 412.880.0386
www.dli.state.pa.us

From: Manzolillo, Brad [<mailto:bmanzolillo@usw.org>]
Sent: Thursday, March 21, 2019 3:46 PM
To: Bachy, Dennis <dbachy@pa.gov>; 'farmers@ballardspahr.com' <farmers@ballardspahr.com>
Cc: Gralewski, Joseph <jgralewski@pa.gov>; Lassi, Peter <plassi@pa.gov>; Mowery, Warren <wamowery@pa.gov>; Bortner, Nathan <nbortner@pa.gov>; Hoogendoorn, Stephanie A <hoogen@pitt.edu>; Owens, Kathy <katowens@pa.gov>; McClincy, Rebecca (LI-OCC) <rmcclincy@pa.gov>
Subject: [External] RE: University of Pittsburgh PERA-R-17-355-W

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Dennis,

Have we reached any understanding on whether or not there will be an ID requirement for voting? I'm assuming that, if so, student ID's will suffice.

Brad Manzolillo
USW Organizing Counsel
60 Boulevard of the Allies
Five Gateway Center Room 913
Pittsburgh, PA 15222
(412) 562-2529
Fax (412) 562-2555

From: Bachy, Dennis [<mailto:dbachy@pa.gov>]
Sent: Thursday, March 21, 2019 3:19 PM
To: Manzolillo, Brad; 'farmers@ballardspahr.com'
Cc: Gralewski, Joseph; Lassi, Peter; Mowery, Warren; Bortner, Nathan; Hoogendoorn, Stephanie A; Owens, Kathy; McClincy, Rebecca (LI-OCC)
Subject: University of Pittsburgh PERA-R-17-355-W

Joe and I have had a chance to visit the various locations that Pitt was able to make available for the election. We have selected two sites:

We will use the Posvar Suites on the second floor of Posvar Hall on Monday April 15 and Tuesday April 16.

We will use the second floor ballroom in the O'Hara Student Center on Wednesday April 17 and Thursday April 18.

Polling times will be from 9:00 AM to 5:00 PM each day.

We will canvas the ballots on Friday April 26, 2019 in Formal Hearing Room 2026 at 301 5th Avenue, Pittsburgh, PA 15222 (the PLRB's usual hearing room on the second floor of Piatt Place). Time to be determined but is likely to start no later than 10 AM.

Dennis Bachy | Administrative Officer 4
Pennsylvania Labor Relations Board | Pennsylvania Department of Labor & Industry
301 5th Avenue, Suite 320 | Pittsburgh, PA 15222
Phone: 412.565.5319 | Fax: 412.880.0386
www.dli.state.pa.us

Owens, Kathy

From: Bachy, Dennis
Sent: Thursday, March 21, 2019 3:19 PM
To: 'bmanzollilo@usw.org'; 'farmers@ballardspahr.com'
Cc: Gralewski, Joseph; Lassi, Peter; Mowery, Warren; Bortner, Nathan; Hoogendoorn, Stephanie A; Owens, Kathy; McClincy, Rebecca (LI-OCC)
Subject: University of Pittsburgh PERA-R-17-355-W

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